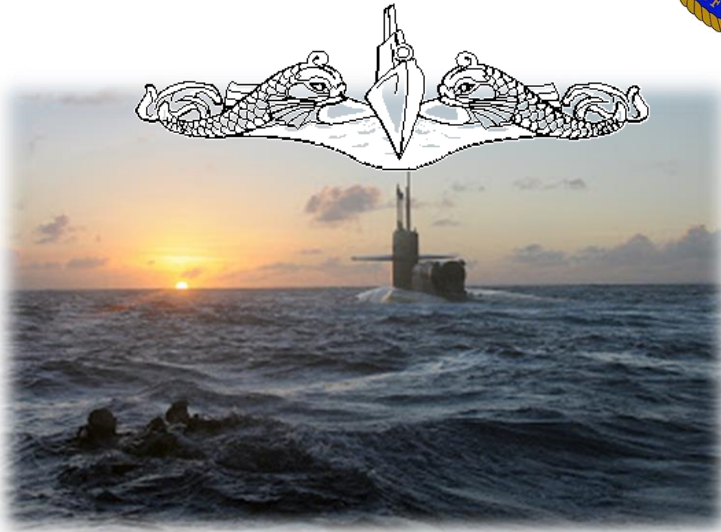


Nuclear Enlisted Community Status Brief



CDR James Kepper
ETNCM (SW/AW) Jeffrey Neese
N133D
Nuclear Enlisted Community Manager



Role of N133D

- **Set Accessions Requirements**
 - Manage Accessions Quality - 100% of nuclear applicants screened
- **NEC Management**
 - QA checks, Supervisor NEC changes, NEC removals
 - Modify NECs as required by OPNAVINST 1220.1E
- **Nuclear Special duty Assignment Pay (SDAP) Management**
- **SUBPAY program manager**
- **Enlisted Supervisor Retention Program (ESRP) program manager**
- **Set SRB, ESRP incentive levels, advise on EB incentive level**
- **Nuclear Fleet CCC - One stop shop for Career Counselor questions**
 - CWAY Reenlistment Quota Management
 - Ensure properly qualified nuclear members are issued reenlistment quotas
 - Process quota extensions and cancellations
- **Set advancement quotas**
- **Manage Sea / Shore rotation**
- **Nuclear Instructor Screening and Approval**
- **Career development policies (Retirement, High-Year Tenure, etc)**
- **Naval Reactors representative for enlisted personnel issues**
- **Policy and Fleet level instruction management (MILPERSMAN, OPNAVINST, etc)**

OPNAV N133 Sets Nuclear Enlisted Policy from Before You Were Hired Through Your Retirement



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Nuclear Enlisted Sea-Shore Flow Modification

Current Sea Shore Flow for Sailors who DO NOT serve as a JSI

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Reenlistment Zone	SRB Zone A						SRB Zone B				ESRP Zone 1				ESRP Zone 2				ESRP Zone 3	
E-7 Prior to Sea-2 or Sea-3	Training 24 Months		1st Sea Tour 48+1 Months				1st Shore Tour 36+4+1 Months				LCPO Sea Tour 40+1 Months			2nd Shore Tour 36+4+1 Months			EDMC / DLCPO Sea Tour 40+1 Months			

10-year gate

17-year gate

Current Sea Shore Flow for Sailors who DO serve as a JSI

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
E-7 before 2 nd Sea Tour	24 Months Training		24+1 Month JSI Tour		48+1 Month SEA-1 Tour				30+1 Month SHORE-1 Tour		40+1 Month LCPO Sea Tour			36+1 Month SHORE-2 Tour			40+1 Month EDMC/DLCPO Tour				

11-year gate

17.5-year gate

Impacts of the 2015 Sea Shore Flow (SSF) change

- Sailors qualify for their Supervisor NEC earlier (at least 4 years req'd).
- Shortened SEA-1 tour (to 48 months from 54 months) – not as easy for first term Sailors to qualify PPWS
- 10 Year Gate is sending Sailors back to sea for SEA-2.
- 17 Year Gate is sending supervisors back for SEA-3 Division LCPO.

Impacts of the 2019 Junior Staff Instructor (JSI) SSF change

- 11 Year Gate minimizes the need for gate waivers and decompresses the JSI timeline to protect the 30-month Shore-1 tour.
- 17.5 Year Gate ensures JSIs have time to go back for SEA-3 Divisional LCPO tour.

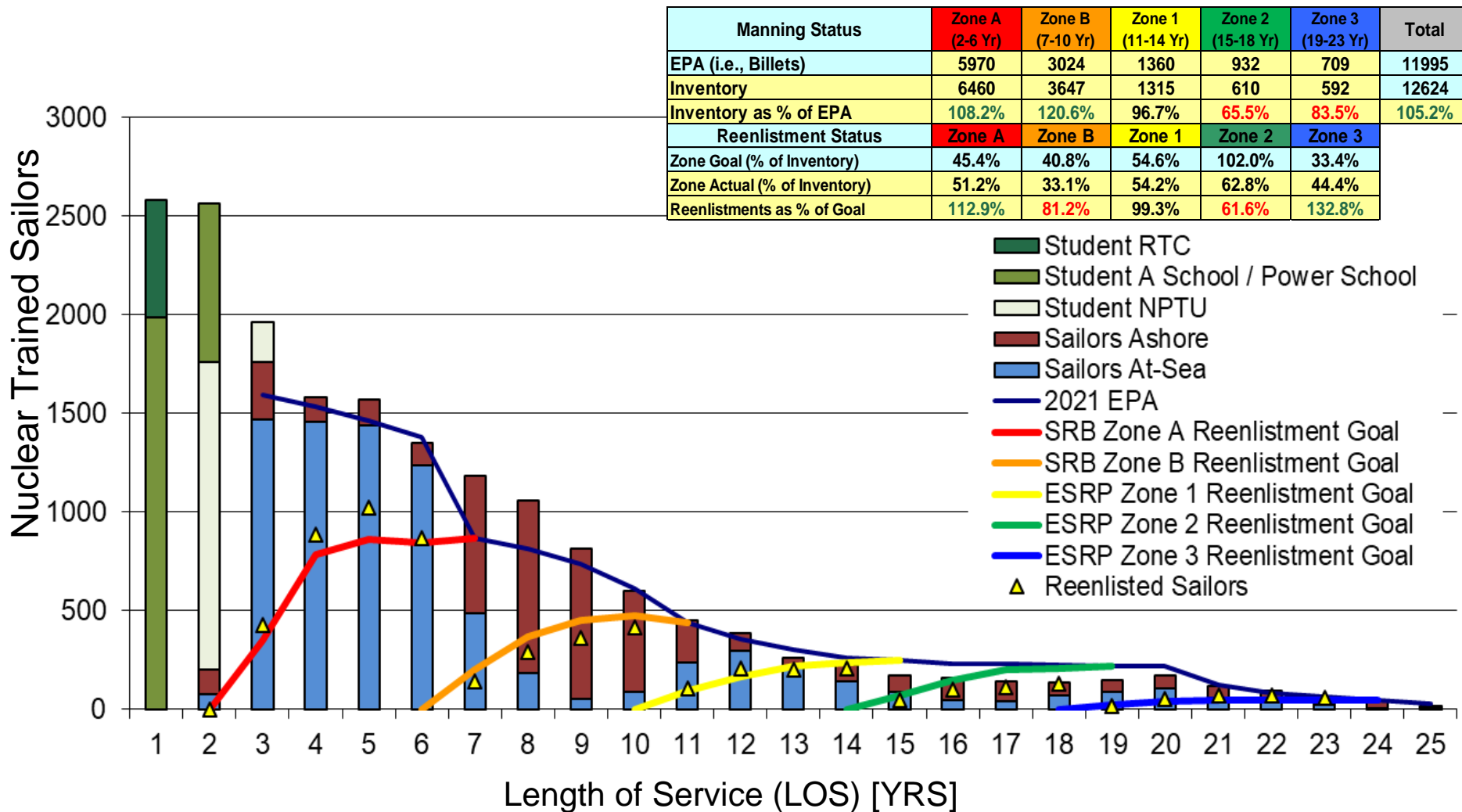
Trends for the Future

- Zone 1 retention is improving in response to better SSF, quality of life, and a larger inventory of Zone B contracts.
- N133 goal for the Fleet is to have all Sailors qualified Supervisor NEC prior to rotating to SHORE-1.

SSF updates improved retention, SHORE-1 manning, and SEA-3 eligibility

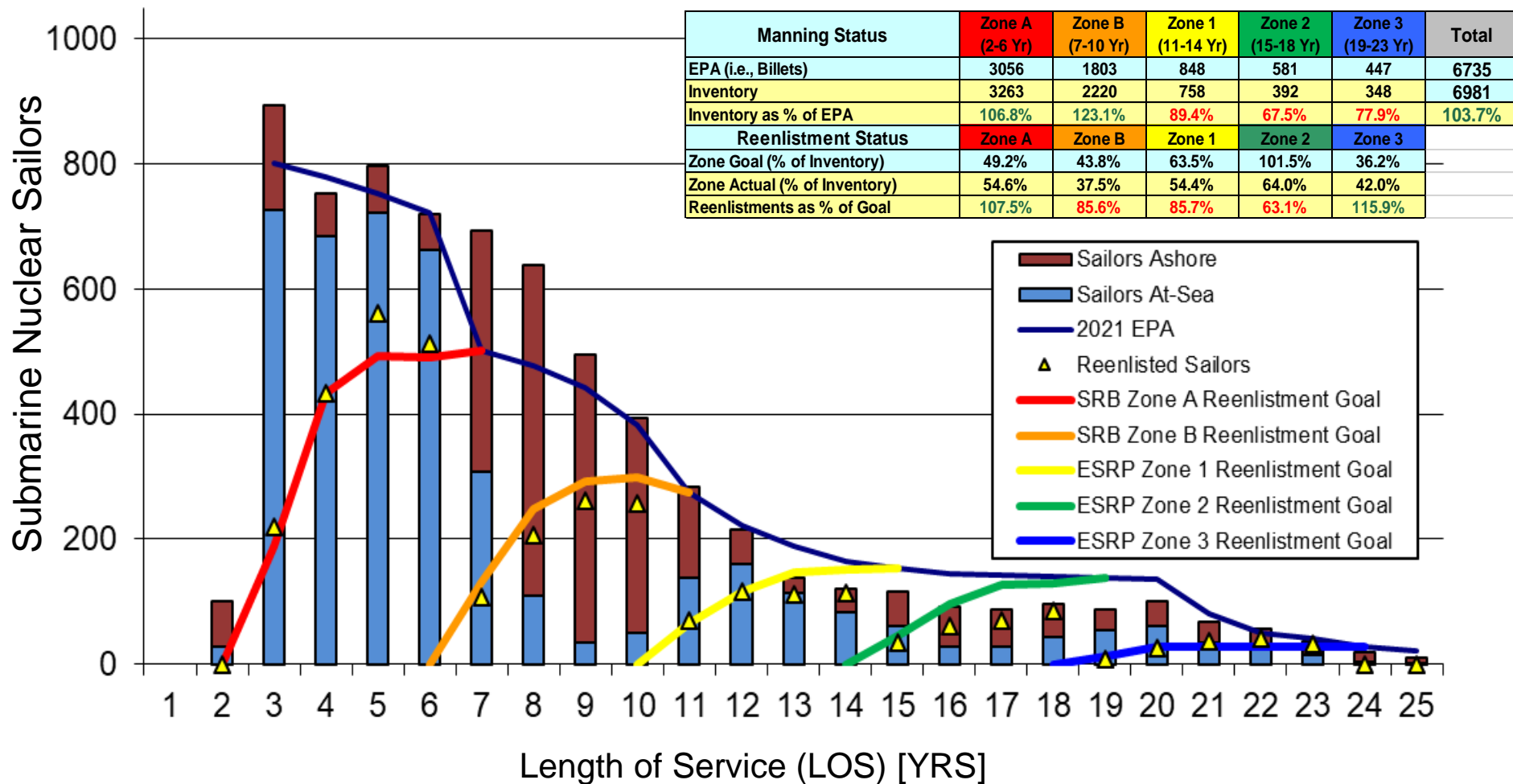


Nuclear Enlisted Retention Aggregate (1 April 21)



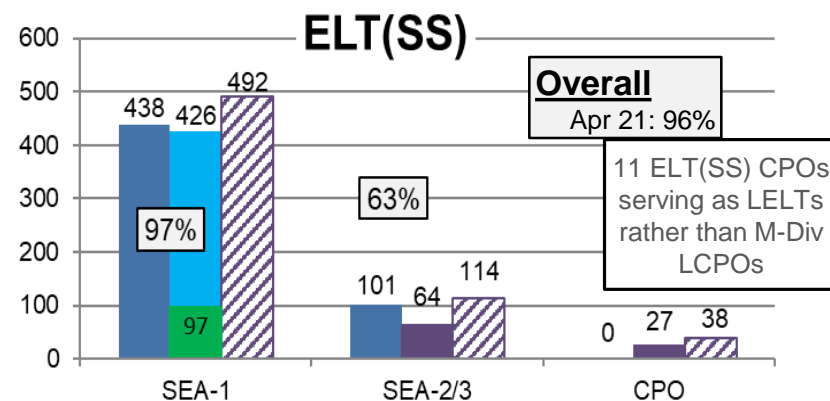
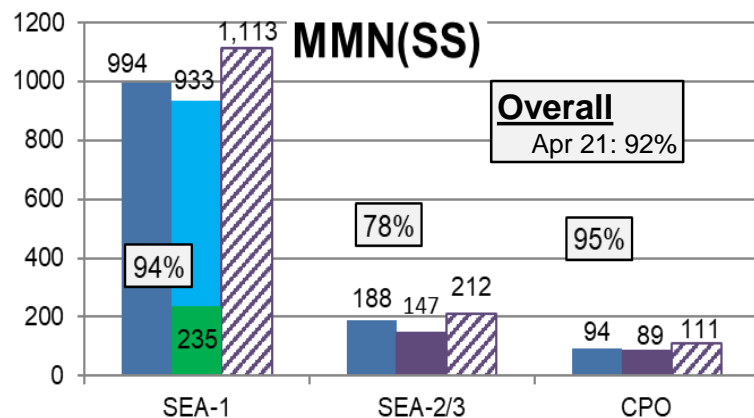
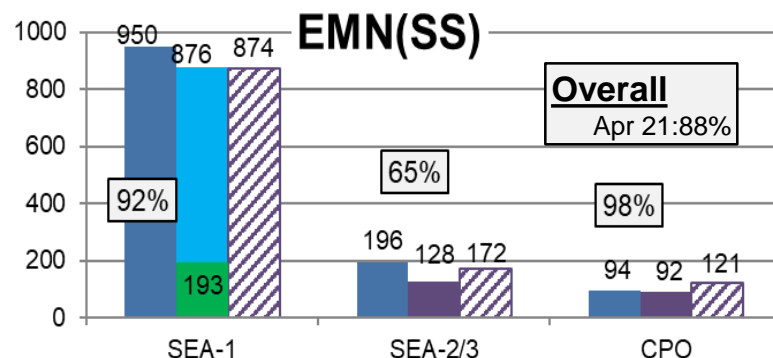
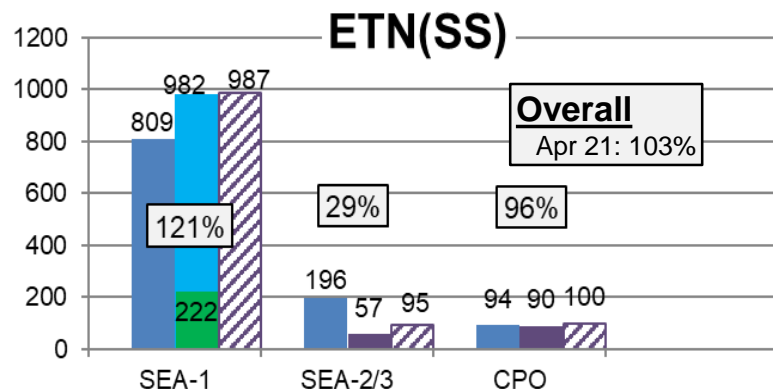


Nuclear Enlisted Retention Submarine (1 April 21)





Nuclear At-Sea Manning Submarine Sea Inventory



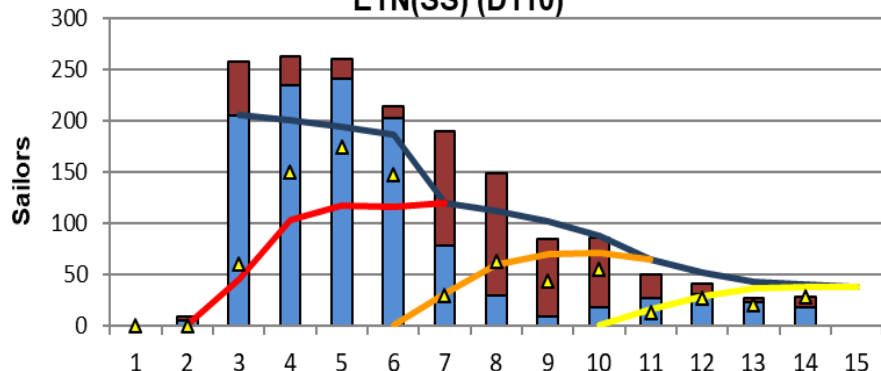
Data as of 1 April 21, inventory does not include manning on VA-class SSN-801 and beyond, LA JOLLA, SAN FRANCISCO, BUFFALO, JACKSONVILLE, or BREMERTON
 Projected inventories are from Fall 2020 Distributable Inventory Projection
 CPO inventory does not include frocked E-7s or E-8 through E-9)

- FY21 Billets Authorized
- SEA-1 Operator Inventory
- SEA-1 Supervisor Inventory
- SEA-2/3 Supervisor Inventory
- ▨ Projected Inventory (Jan 22)



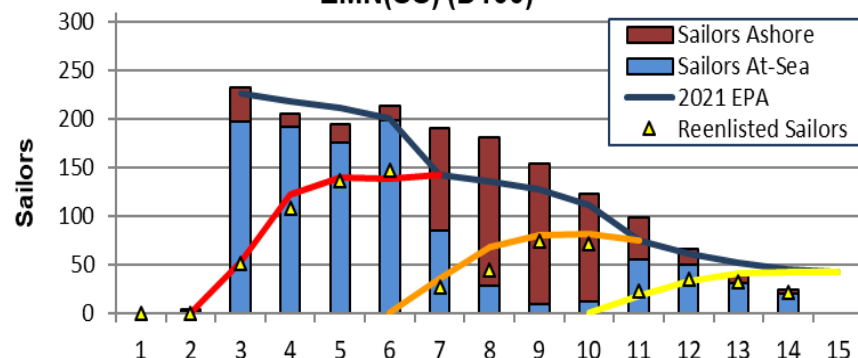
Nuclear Enlisted Retention Submarine Ratings (1 April 21)

ETN(SS) (D110)



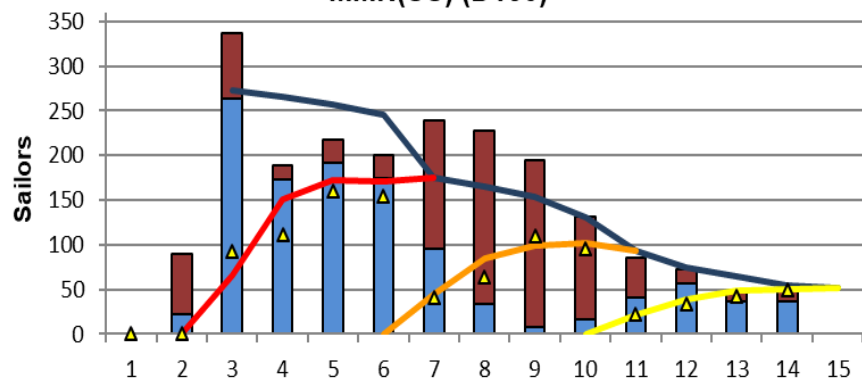
ETN(SS) (D110)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	127.4%	120.7%	73.2%	62.6%	63.0%
Reenlistments as % of Goal	139.4%	82.6%	73.1%	69.5%	103.3%

EMN(SS) (D100)



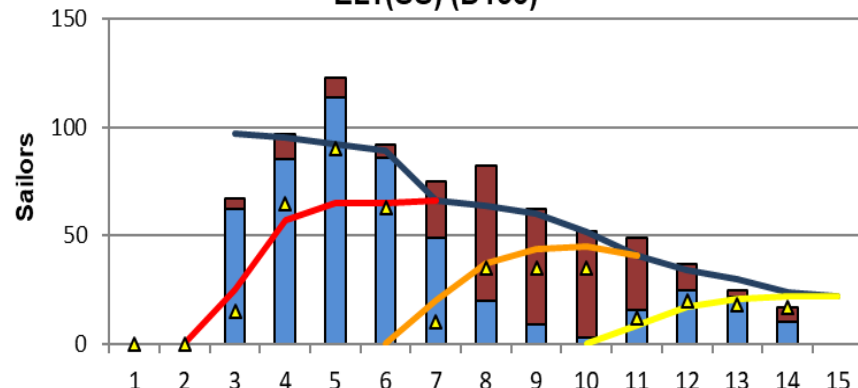
EMN(SS) (D100)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	99.1%	125.1%	98.3%	75.5%	79.7%
Reenlistments as % of Goal	97.8%	81.6%	82.8%	69.0%	97.4%

MMN(SS) (D130)



MMN(SS) (D130)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	99.4%	127.4%	88.9%	69.1%	92.5%
Reenlistments as % of Goal	92.5%	93.9%	91.9%	60.6%	120.9%

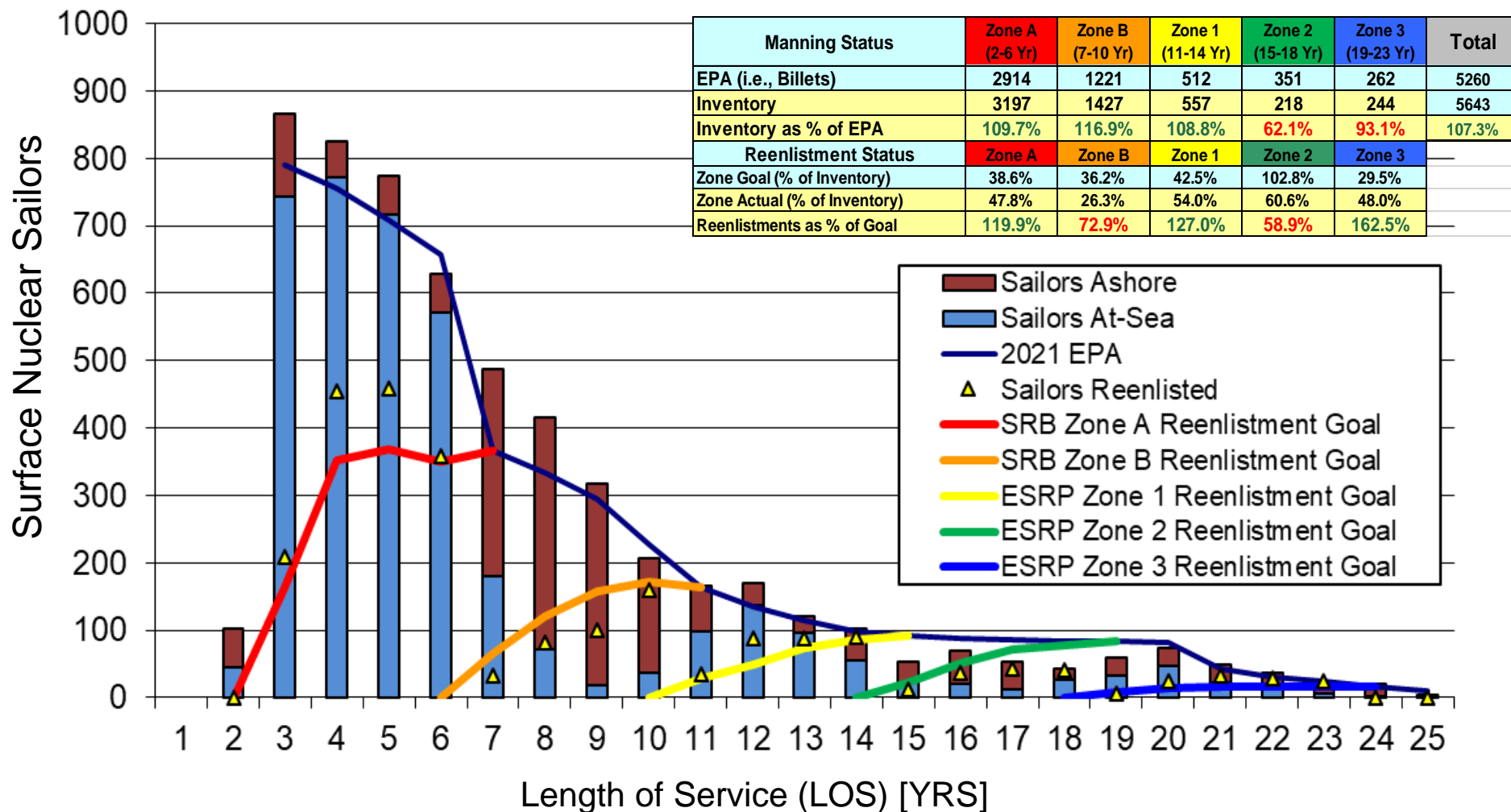
ELT(SS) (D133)



ELT(SS) (D133)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	101.6%	112.0%	99.2%	56.5%	66.2%
Reenlistments as % of Goal	109.9%	78.8%	97.1%	46.6%	192.3%

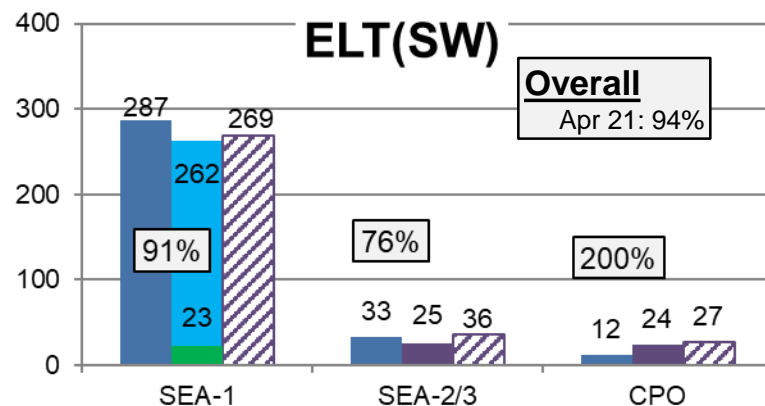
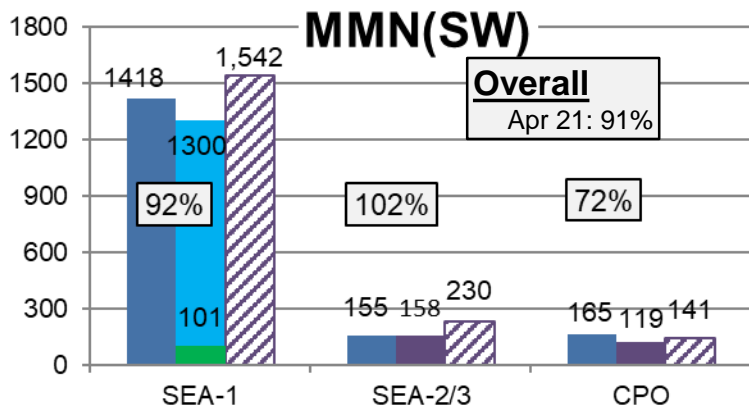
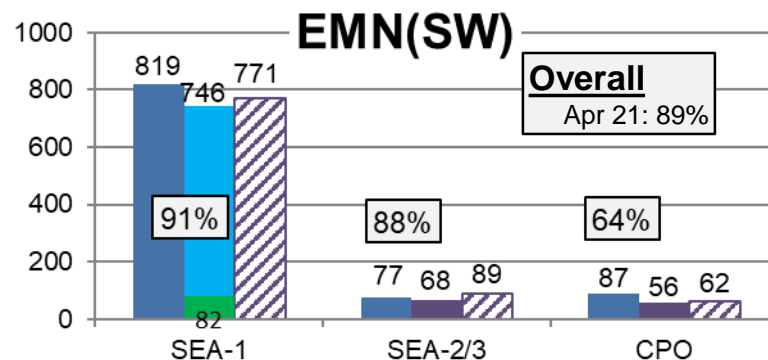
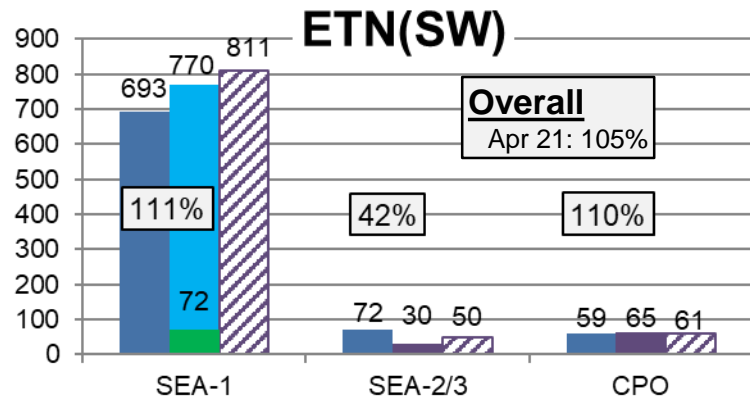


Nuclear Enlisted Retention Surface (1 April 21)





Nuclear At-Sea Manning Surface Sea Inventory

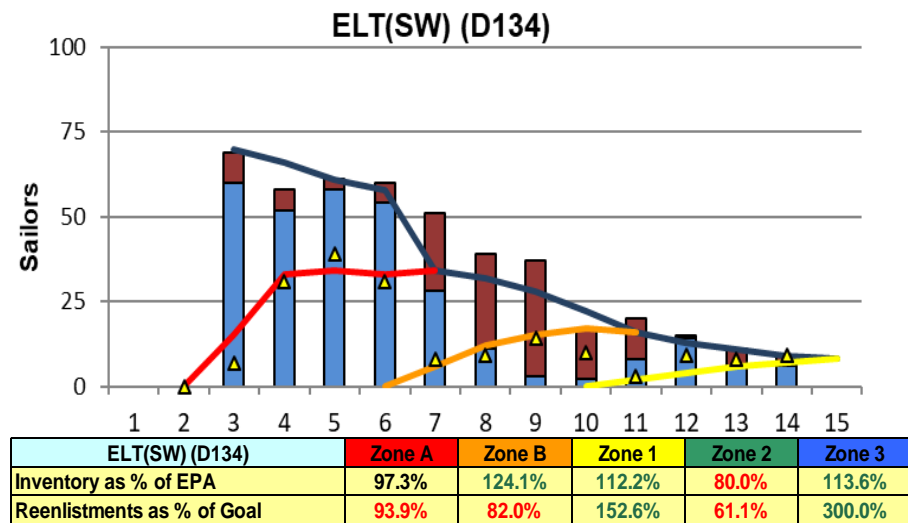
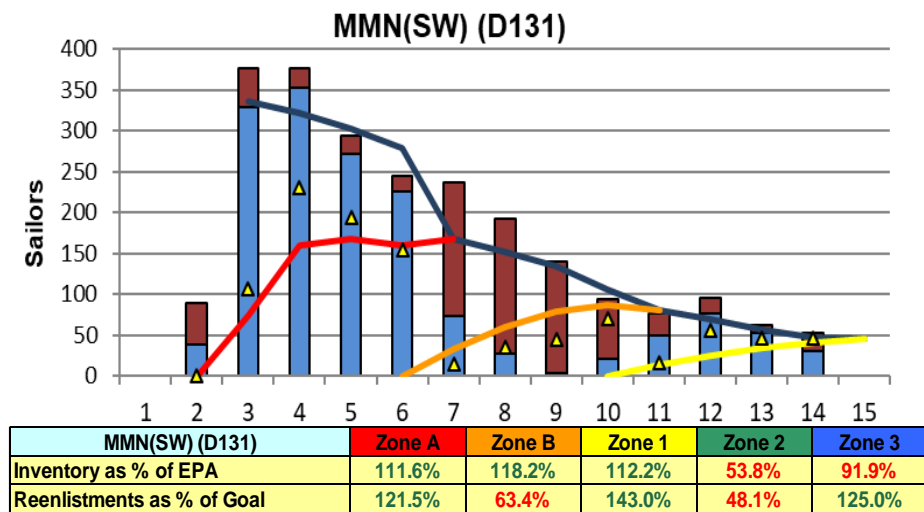
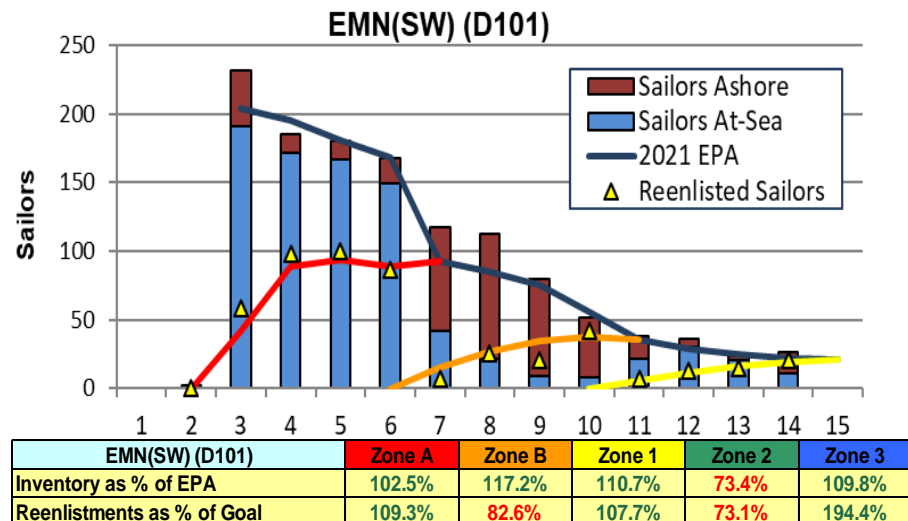
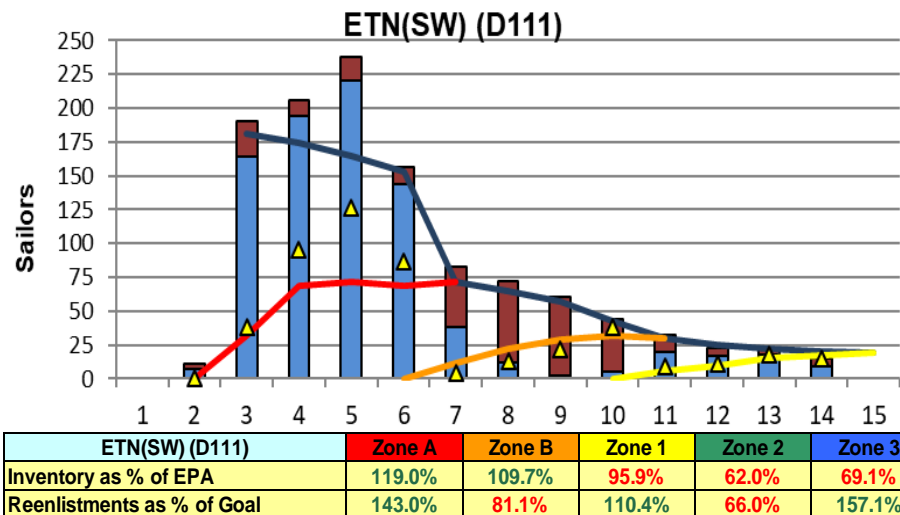


Projected inventories are from Fall 2020 Distributable Inventory Projection
(CPO inventory includes frocked E-7s and all E-7 through E-9)

- FY21 Billets Authorized
- SEA-1 Operator Inventory
- SEA-1 Supervisor Inventory
- SEA-2/3 Supervisor Inventory
- Projected Inventory (Jan 22)



Nuclear Enlisted Retention Surface Rating (1 April 21)

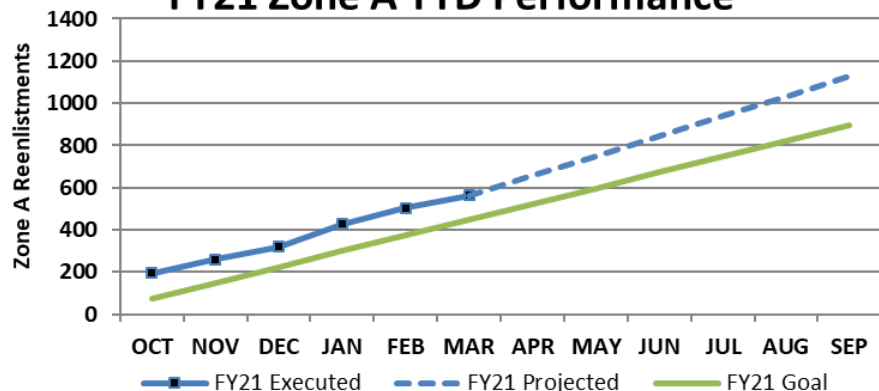




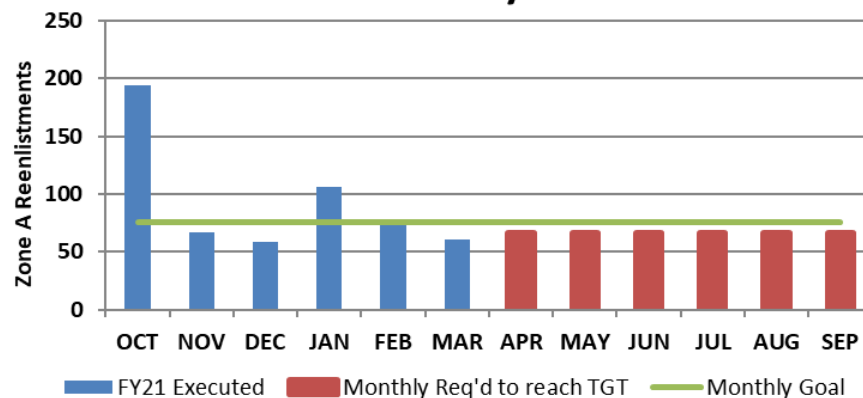
FY21 Nuclear Reenlistments

Zone A (1 April 21)

FY21 Zone A YTD Performance



FY21 Zone A Monthly Performance



Surface
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	53	48	110%	408	13
EMNSW	54	56	96%	370	14
MMNSW	133	100	133%	572	46
ELTSW	9	20	45%	128	4
Total	249	224	111%	1478	77

Submarine
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	85	71	120%	383	17
EMNSS	93	82	113%	358	13
MMNSS	109	109	100%	354	68
ELTSS	27	39	69%	139	2
Total	314	301	104%	1234	100

Zone A (NPTU Grad to 6 years of Service) [Initial Sea Tour]

- FY17 executed the greatest number of re-enlistments over the last 4 fiscal years
- FY17 Execution – 1262
- FY18 Execution – 1063
- FY19 Execution – 1089
- FY20 Execution – 1039
- FY21 Execution – 563

Zone A Reenlistment Summary

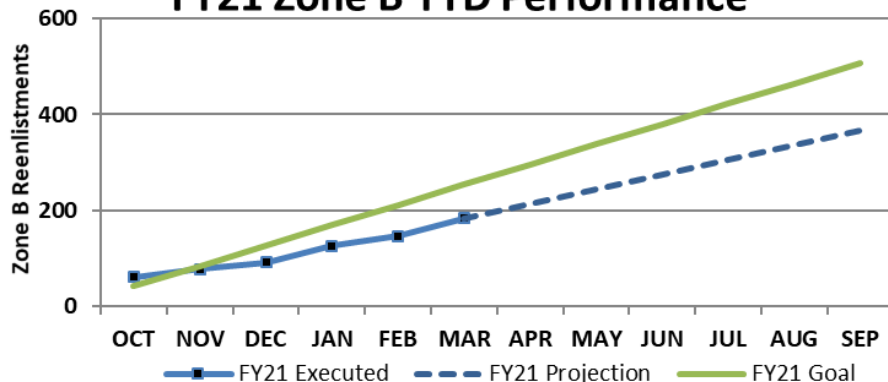
YTD Executed	563, 107.2%	Annual Proj.	1126
YTD Goal	525	Annual Goal	897



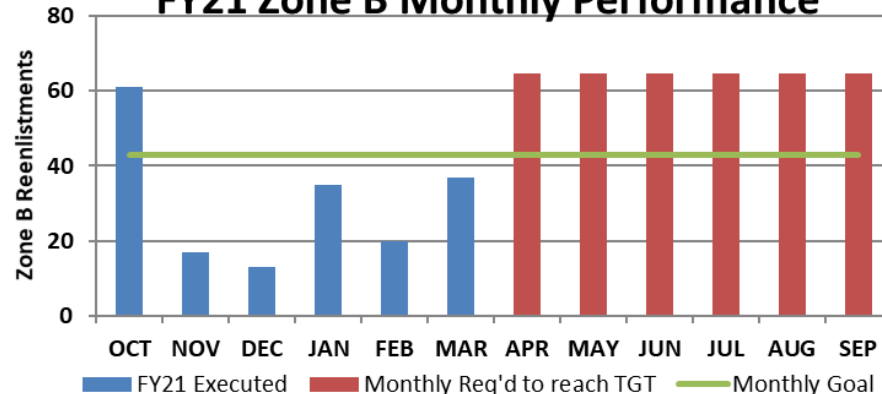
FY21 Nuclear Reenlistments

Zone B (1 April 21)

FY21 Zone B YTD Performance



FY21 Zone B Monthly Performance



Surface
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	13	34	38%	42	121
EMNSW	12	36	33%	57	184
MMNSW	29	69	42%	71	391
ELTSW	7	12	58%	36	60
Total	61	151	40%	206	756

Submarine
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	37	36	103%	75	210
EMNSS	30	40	75%	80	321
MMNSS	44	49	90%	88	354
ELTSS	11	19	58%	52	99
Total	122	144	85%	295	984

Zone B (>6 to 10 years of service)
[End of 1st Sea Tour and 1st Shore Tour]

- Zone B FY17 executed the greatest number of reenlistments over the last four fiscal years
- FY17 Execution – 535
- FY18 Execution – 477
- FY19 Execution – 444
- FY20 Execution – 397
- FY21 Execution – 183

Zone B Reenlistment Summary

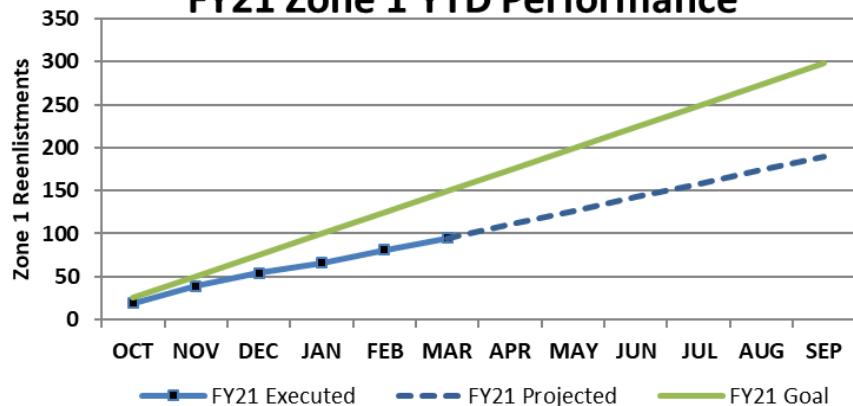
YTD Executed	183, 62%	Annual Proj.	366
YTD Goal	295	Annual Goal	507



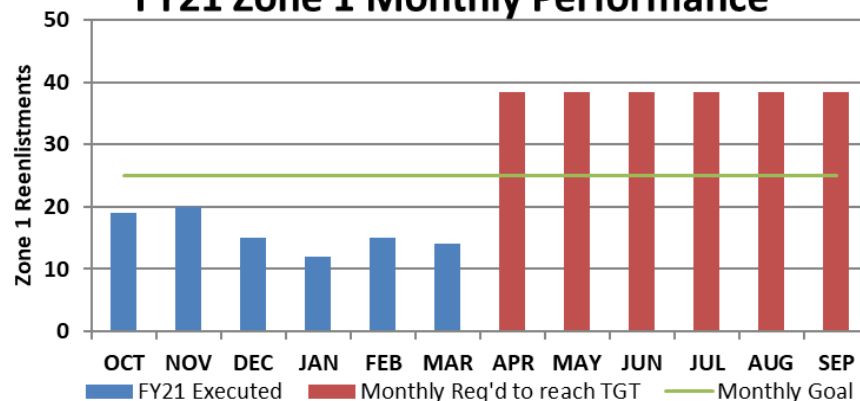
FY21 Nuclear Reenlistments

Zone 1 (1 April 21)

FY21 Zone 1 YTD Performance



FY21 Zone 1 Monthly Performance



Surface
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	11	17	65%	23	13
EMNSW	6	18	33%	41	18
MMNSW	16	29	55%	83	31
ELTSW	4	5	80%	14	12
Total	37	69	54%	161	74

Submarine
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	8	20	40%	32	20
EMNSS	19	23	83%	72	35
MMNSS	22	28	79%	57	37
ELTSS	9	11	82%	24	34
Total	58	82	71%	185	126

Zone 1 (>10yrs to 14 years of service)
[End of 1st Shore Tour and 2nd Sea Tour]

- FY21 execution is not matching the pace of previous three FYs reenlistments.
- FY17 Execution – 222
- FY18 Execution – 216
- FY19 Execution – 250
- FY20 Execution – 288
- FY21 Execution – 95

Zone 1 Reenlistment Summary

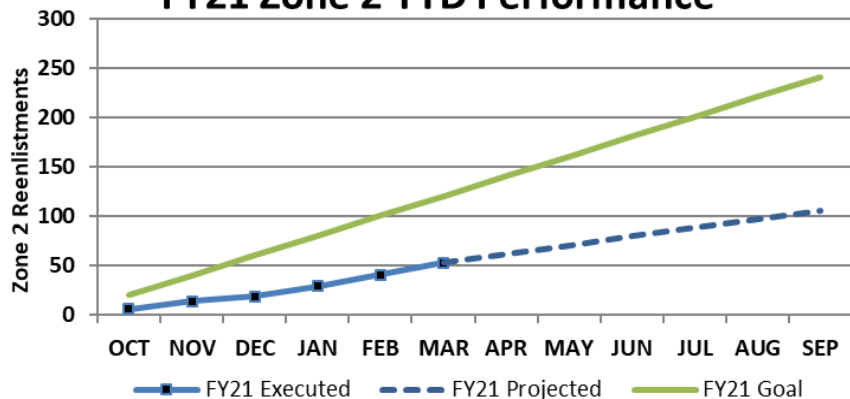
YTD Executed	95, 62.9%	Annual Proj.	190
YTD Goal	151	Annual Goal	259



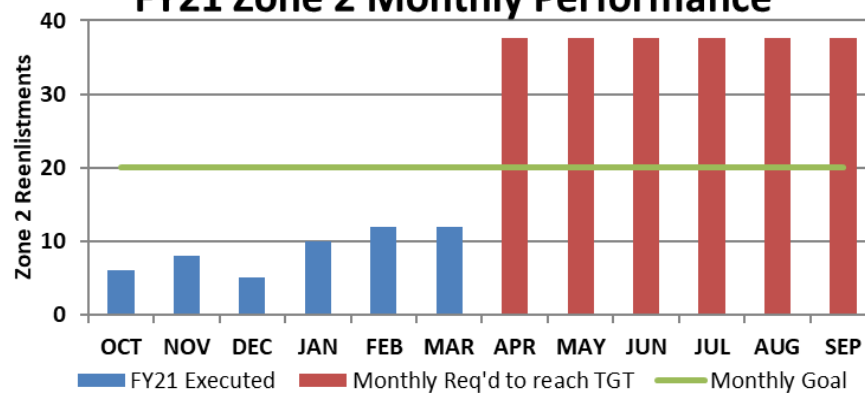
FY21 Nuclear Reenlistments

Zone 2 (1 April 21)

FY21 Zone 2 YTD Performance



FY21 Zone 2 Monthly Performance



Surface
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	4	16	25%	2	5
EMNSW	3	15	20%	1	8
MMNSW	8	33	24%	7	11
ELTSW	0	7	0%	2	2
Total	15	71	21%	12	26

Submarine
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	11	17	65%	6	6
EMNSS	11	19	58%	11	6
MMNSS	14	25	56%	6	15
ELTSS	2	12	17%	6	2
Total	38	73	52%	29	29

Zone 2 (>14yrs to 18 years of service)
[2nd Shore Tour and EDMC/Div. LCPO Tour]

- Zone 2 is beginning to be undermanned as the year groups with low inventory (due to under-accessions) move into Zone 3.
- FY17 Execution – 115
- FY18 Execution – 88
- FY19 Execution – 106
- FY20 Execution – 116
- FY21 Execution – 53

Zone 2 Reenlistment Summary

YTD Executed	53, 36.8%	Annual Proj.	106
YTD Goal	144	Annual Goal	241

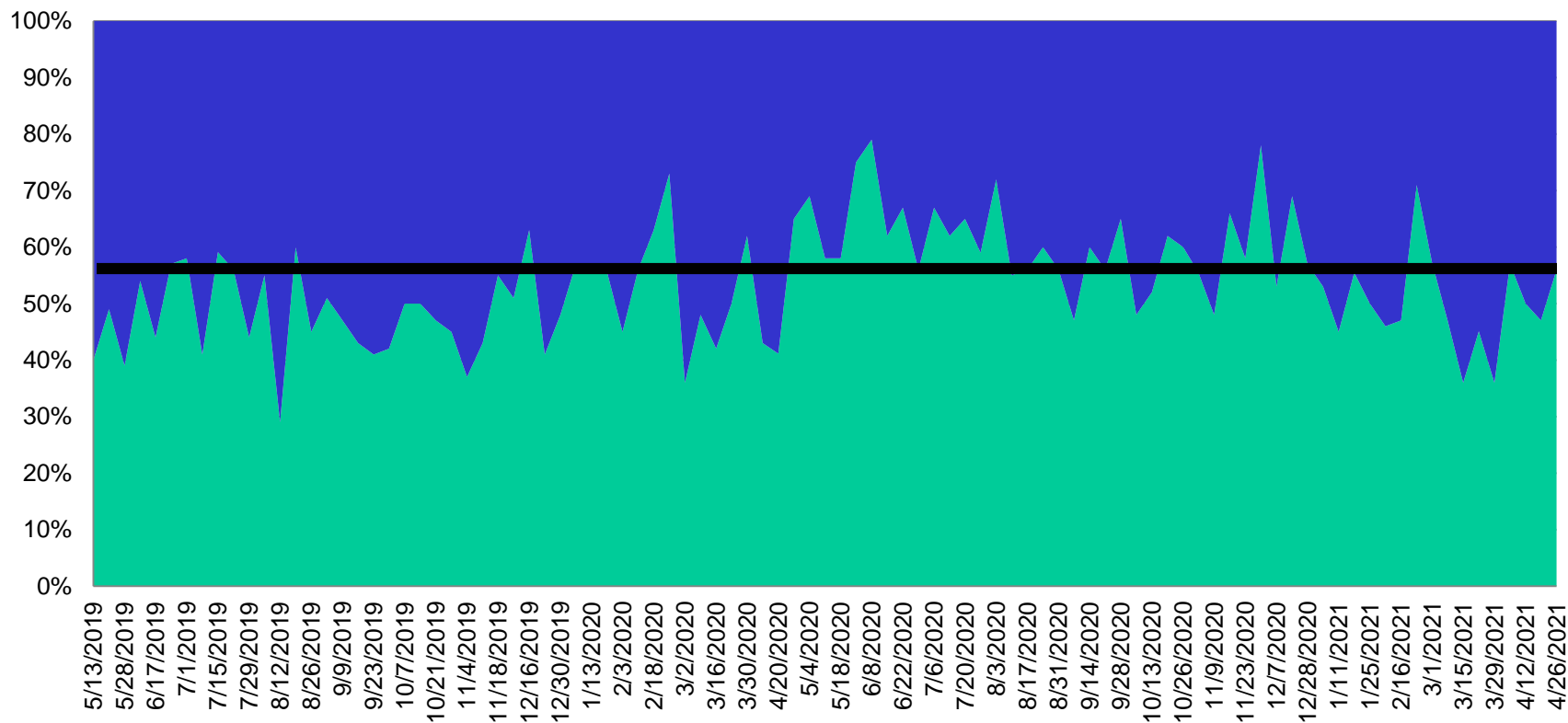


Submarine Volunteer Trend Out of RTC

Sub Vol v. Surf Split

■ SS

N133 and RTC implemented Changes in April 2020 resulting in increased Submarine Volunteerism



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Nuclear Enlisted Retention Submarine SRB and ESRP Bonuses

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Career Path	TRAINING		OPERATOR					SHORE			LPO or LCPO			SHORE			LCPO or EDMC			SHORE			
Reenlistment Zone			ZONE A				ZONE B				ZONE 1			ZONE 2			ZONE 3						

Submarine Nuclear Enlisted Bonuses:

	Zone A		Zone B		Zone 1		Zone 2	
ETN(SS)	6.5 (-1.5)	\$61,838	9.5	\$100,000	9.5	\$100,000	4.5	\$40,338
EMN(SS)	5.5(+0.5)	\$52,325	7.0	\$93,937	8.0 (+0.5)	\$100,000	4.5	\$40,338
MMN(SS)	9.5 (+1.0)	\$90,379	8.5	\$100,000	7.5	\$100,000	4.5	\$40,338
ELT(SS)	8.0 (-1.0)	\$76,109	7.0	\$93,937	7.5	\$100,000	4.5	\$40,338

	Zone 3	
AOS < 24 Months	0.5	\$4,360
AOS 24-36 Months	1.5	\$21,582
AOS >36 Months	2.5	\$52,320

Lifetime Bonus
\$360k

Largest lifetime bonus of any enlisted Sailor



Nuclear Enlisted Retention Surface SRB and ESRP Bonuses

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Career Path	TRAINING		OPERATOR				SHORE				LPO or LCPO			SHORE			LCPO or DLCPO			SHORE			
Reenlistment Zone			ZONE A				ZONE B				ZONE 1			ZONE 2			ZONE 3						

Surface Nuclear Enlisted Bonuses:

	Zone A		Zone B		Zone 1		Zone 2	
ETN(SW)	6.5 (-1.0)	\$61,838	8.0(+1.0)	\$100,000	7.5	\$100,000	4.5	\$41,594
EMN(SW)	6.0	\$57,082	7.5(+1.0)	\$100,000	8.0	\$100,000	4.5	\$41,594
MMN(SW)	6.0	\$57,082	7.5(+2.0)	\$100,000	7.5	\$100,000	4.5	\$41,594
ELT(SW)	7.0	\$66,595	7.0	\$93,937	6.0	\$90,475	4.5	\$41,594

	Zone 3	
AOS < 24 Months	0.5	\$4,360
AOS 24-36 Months	1.5	\$21,582
AOS >36 Months	2.5	\$52,320

Lifetime Bonus	
\$360k	

Largest lifetime bonus of any enlisted Sailor



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Retention Incentives Supervisor NEC

Requirements (OPNAVINST 1220.1E):

- E-5 or above
- ≥ 4 years of service completed (a change from 6 years of service)
- Warfare Qualified (Revision in progress to remove requirement)
- Complete TYCOM Supervisory Qualification Card
- Demonstrated supervisory skills based on CO's assessment
- Qualified senior watchstation
- Most recent evaluations marks ≥ 3.0

Supervisor NEC = Pay Raise

- Supervisor NEC SDAP = \$375/month
- Operator NEC SDAP = \$150/month

**\$2700/year raise
at sea**

ESRP eligibility requires Supervisor NEC

***Enterprise Goal: Qualify Supervisor NEC before transferring to Shore-1
Civilian Employers value this qualification as well
(\$15K - \$30K additional in civilian annual salary)***



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Retention Incentives

Special Pays

■ Sea Pay

- For all Sailors permanently attached to a commissioned vessel

Paygrade (Years of Sea Duty)	E-5 (2)	E-5 (3)	E-6 (4)	E-7 (6)	E-8 (9)	E-9 (11)
SEAPAY (/mo)	\$160	\$350	\$375	\$438	\$700	\$713

■ Special Duty Assignment Pay (SDAP)

- All nuclear trained Sailors in nuclear billets

SDAP (/mo)	Operator (N1XO/N2XO)	Supervisor (N1XS/N2XS)
At Sea	\$150	\$375
EDMC/RDMC	-	\$450
Nuclear Shore	\$150	\$300
NPTU Instructor	\$150	\$450
Tender	\$375	\$375

■ Assignment Incentive Pay (AIP)

- Upon qualification as an NPTU instructor

AIP (lump sum)	
NPTU	\$6,000

■ Sea Duty Incentive Pay (SDIP)

- Authorized for extensions of 12-48 months (SDIP-B/E) or return to sea at least 6 months early (SDIP-C)

SDIP (/mo)	
LELT (SS)	\$500
EMNC (SS)	\$1000
MMNC (SW)	\$1000
EMNC (SW)	\$1000
EDMC	\$1000

Additional pay is available based on qualification and assignment!



Commissioning Programs

	STA-21 (nuclear) eligible										LDO (nuclear) eligible									
Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Reenlistment Zone	SRB Zone A					SRB Zone B					ESRP Zone 1				ESRP Zone 2			ESRP Zone 3		
	Training 24 Months		1st Sea Tour 48+1 Months			1st Shore Tour 36+4+1 Months				2nd Sea Tour 40+1 Months				2nd Shore Tour 36+4+1 Months			3rd Sea Tour 40+1 Months			

▪ **Two premiere commissioning programs for nuclear-trained Sailors:**

- Seaman-to-Admiral-21 nuclear option – students in the nuclear pipeline and Sailors with less than 8 years of service at the start of college courses
 - 35 of 50 annual STA-21 quotas are reserved for nuclear option
 - Participate in university NROTC program, commission as submarine officer or SWO(N)
- Nuclear Limited Duty Officer – E-6 to E-8 qualified EWS/PPWS with 8 to 16 years of service
 - E-6 must pass the CPO exam with a board-eligible score
 - Must be a US citizen, high school graduate, physically qualified, and recommended by the CO
 - Looking for the technical experts that you trust to solve technical and personnel problems.
 - Submit the E-6 to E-8 that would excel as a Submarine Overhaul Coordinator in your Wardroom / PMA on waterfront
- **N133 has subject matter experts for STA-21(N) and Nuclear LDO matters in the office**
- Neither STA-21(N) or Nuclear LDO require a conditional release since the Sailor remains in the NNPP

▪ **Other options require a *conditional release* before applying – N133 considers on a case-by-case basis depending on community health (usually approved within 18 months of EAOS)**

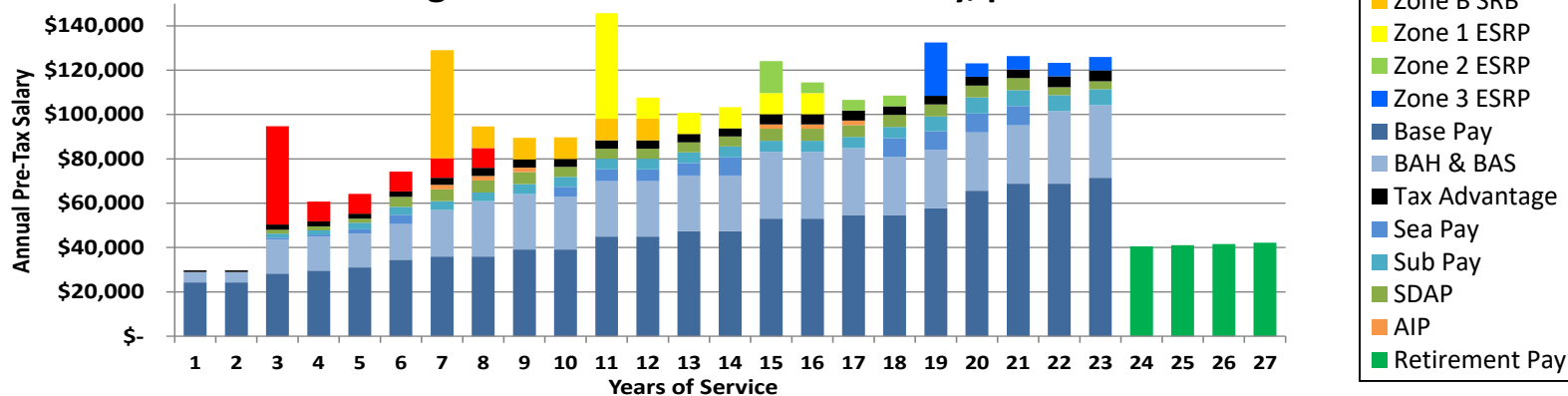
- STA-21 Core – commission as an unrestricted line officer
- Officer Candidate School – requires a bachelor's degree
 - For submarine and SWO (nuclear) requests N133 will consider conditional release any time (not just if close to EAOS)
- U.S. Naval Academy – must have no dependents, N133 will consider conditional release any time (not just if close to EAOS) due to age requirements (must be 23 or younger on induction day)
- Nurse Medical Enlisted Commissioning Program / Medical Service Corps In-Service Procurement
- JAG In-Service Procurement
- Enlisted to Medical Degree Preparatory Program (EMDP2)



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Retention Incentives Total Career Monetary Benefits

Average Submarine Nuclear Career Pay, pre-tax



West Coast (CA, OR, WA, HI)

Engineering	\$ 99,328
Leadership/Management	\$ 90,662
Operations/Logistics/Quality/Analyst	\$ 81,270
Sales/Business Development*	\$ 68,125*
Technician	\$ 57,561

Northeast (NY, NJ, ME, NH, VT, MA, RI, CT)

Engineering	\$ 86,750
Leadership/Management	\$ 86,537
Operations/Logistics/Quality/Analyst	\$ 93,423
Sales/Business Development*	\$ 80,000*
Technician	\$ 56,780

Midwest & Rockies (OH, IN, MI, WI, MN, KY, ND, SD, KS, NE, IA, IL, MO, CO, WY, UT, ID)

Engineering	\$ 80,056
Leadership/Management	\$ 75,836
Operations/Logistics/Quality/Analyst	\$ 84,611
Sales/Business Development*	\$ 75,713*
Technician	\$ 50,699

Mid-Atlantic (DC, NC, VA, WV, MD, DE, PA)

Engineering	\$ 94,250
Leadership/Management	\$ 76,065
Operations/Logistics/Quality/Analyst	\$ 86,667
Sales/Business Development*	\$ 99,318*
Technician	\$ 50,705

Central SW (TX, OK, AR, LA, AZ, NM, NV)

Engineering	\$ 103,667
Leadership/Management	\$ 85,472
Operations/Logistics/Quality/Analyst	\$ 83,955
Sales/Business Development*	\$ 64,333*
Technician	\$ 54,860

Southeast (AL, FL, GA, MS, SC, TN)

Engineering	\$ 82,333
Leadership/Management	\$ 74,035
Operations/Logistics/Quality/Analyst	\$ 77,350
Sales/Business Development*	\$ 79,278*
Technician	\$ 56,346

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**Nuclear-Trained Sailors Are
Well Compensated Compared
To Civilian Industry**